

# You have been "caught" Doing Right

Congratulations to the following employees who have been "caught" doing right. These employees are the first group of recipients of the Do-Right Awards in the Arizona Department of Correction.

The department's Do-Right award recognizes ADC employees "Doing the Right Thing." Named after the fearless crime fighter and champion of public safety, Dudley Do-Right, this award recognizes the department's corrections professionals who perform good deeds on and off the job. The Do-Right award recognizes individuals and teams in the department that are nominated by their co-workers and colleagues.

When you "catch" a co-worker doing the right thing, or doing a kind hearted thing, in the workplace or the community complete the nomination form on page 8 and forward it to the Office of the Director, attention mail code 445. If you are selected, something good will happen to you. You can also obtain a nomination form online at [http://www.azcorrections.gov/News/doright\\_award\\_recipients.htm](http://www.azcorrections.gov/News/doright_award_recipients.htm).



**Anabelle Sevilla, Financial Services  
Mgr., Administrative Services  
Bureau**

***She's got the answer to the \$50,000 question!***

Anabelle joined the department in 1987. She is the wind beneath our wings. Since joining ADC, she has been instrumental in automating the Inmate Trust Account system and the Inmate Trust Account Reconciliation. She revamped the three-week process, collapsing it into a one-week wonder. Most recently, she has played a big role in developing Access databases, yielding fast and accurate answers to requests for ad hoc financial reports for the Director's Office, Joint Legislative Budget Committee and the Legislature. She automated HRIS overtime reports and has them online, and on time for business managers to access them to complete their reports. She serves as the acting bureau administrator when Judi Kilgus is absent.



**Leon Hinshaw, Occ. Safety Consultant  
Winslow**

***OSC Hinshaw is a ball of fire!***

Leon Hinshaw began his career with the Arizona Department of Corrections at the Apache Unit in 1994 where he worked as a Correctional Officer until 1997 when he promoted to OSC III. As OSC he is always active, ensuring all fire and safety issues are resolved at the Unit. He also serves as the Chair for the Safety/Loss Committee at the Apache Unit. In response to direction from the State Fire Marshal to establish an on-site fire crew Mr. Hinshaw was instrumental in coordinating with Northland Pioneer College Fire Science Classes I and II at the Apache Unit. He is a master at identifying and interviewing inmates that meet the criteria to qualify and serve as members of the Inmate Structural Fire Crew. Mr. Hinshaw is also a force in the Round Valley area when it comes to community service. Under his leadership, inmate crews helped to make the St. Peter's Thrift Store thriftier, painted all of the fire hydrants in Springerville and refurbished the Round Valley Senior Citizens Center.



**Saylor Joe Keevama Parole Officer  
Community Corrections**  
***Meet Mr. Northern Arizona, he's covered it all!***

Joe has spent the last 12 years in Community Corrections, promoting to Parole Officer in 1993 at the Flagstaff Parole Office and again to Senior Parole Officer in 2000 where he covers the entire Northeast area of the State to include the Navajo, Hopi, Walapai, Supai and Piute Reservations

extending from Flagstaff north to the Utah border and east to the New Mexico border. PO Keevama covers the largest area of any one single employee in the Arizona Department of Corrections.

Often he travels more than 3,000 miles a month to conduct home investigations and check on offenders, traveling without benefit of regular addresses, often relying on hand-drawn maps by the offenders. Five times PO Keevama has been the first responder to travel accidents in isolated areas, in each instance providing first aid until medical assistance arrived.



**Cassandra Roland, CO II, Winslow**  
***Through rain, snow, sleet and hail, this complex mail and property officer always shines!***

CO II Roland began her career with ADC in February 1994, left in 1998, and reinstating in 2000 during which time she's been presented with 7 Letters of Appreciation for her outstanding job performance and was recognized as employee of the month in January and May 1997. During her tenure in Complex Mail and Property, she has made 23 drug seizures including 14 drug seizures within a 30-day period in 2000. In 2004, Officer Roland assisted in an investigation into an inmate's mail scam; she was able to establish the female suspect's address within hours, leading to charges being filed against the female and the inmate. CO Roland really stacks up when it comes to saving money. For instance, when she audited ASPC-Phoenix she showed mail and property staff how to send inmate property at a reduced cost, saving the state about \$60,000. She also volunteers to serve on department committees and contributes to their success including most recently, a focus group to improve staff training.



**Jackie Shirley, COII, Winslow**  
***This penny saver's savings have really added up!***

CO II Shirley, a member of the Navajo nation, began her career with ADC in June 1998. Since then

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she has received 6 Letters of Appreciation for her outstanding job performance and involvement in SECC fund raisers and charity organizations in the community. Indicators of her intellect and initiative are the new methods she instituted to manage clothing exchange implementing a quarterly clothing exchange saving and staff time and money. She also saved the department about 440,000, when she suggested issuing unemployed inmates deck shoes instead of boot.



**Charlie Smith, COII, Winslow**  
*CO Smith always goes the extra mile!*  
COIIC. Smith is an exceptional officer. He joined ADC almost five years ago in 2001 and since then he has served as a COTA Advisor on two occasions and enjoyed it immensely. About three years ago, he represented ADC in the Police and Fire Games and earned five Gold Medals in Track & Field. More recently, he entered the same competition, winning two Silver Medals, one in the 12-mile Mountain Bike racing event, and the other in the 12-mile Time Trials.  
Before he joined ADC, CO Smith served with the Navajo Police Department for 20 years, beginning as a patrol officer and advancing to the rank of sergeant where he was assigned to the Basic Training Unit in Toyei and coordinated training. During his first career, he was involved in two police deadly force encounters, receiving two citations for Medal of Valor, Bravery.  
Officer Smith also served two years in the Army with the Third Infantry Division. He is a member of the Navajo Tribe.



**Charity Terry, Personnel Technician Personnel Administrative Services**  
*ADC staff is this personnel technician's number one priority!*  
Ms. Terry began working for the State of Arizona in 1997 as an administrative assistant in the Arizona

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Department of Administration's benefit section. She went on to work for the Arizona Department of Health Services in 2002, also as an administrative assistant. In 2004, she accepted a position with the Arizona Department of Corrections as a personnel tech in the Human Services Benefit Section. She is a member of the Navajo Tribe. Ms. Terry has suggested changes in the Human Services/Personnel Administrative Services insurance unit to provide better customer service to ADC employees. Currently, two personnel techs in the unit handle all aspects of an employee's benefits including enrollment, changes and corrections, LTD and STD, death benefits, etc.



**Karen Abbott, CO III, Perryville**  
*This employee is by, for and about offenders mending fences with their community!*  
COIII Karen Abbott joined the Department 6 years ago, beginning her career at ASPC-Tucson. She left the Department in 2002, but reinstated at ASPC-Perryville in 2003, where she worked in Visitation and Count/Movement. She promoted to Sergeant in September of 2004, working Complex Security, promoting again in April of this year to CO III at Santa Cruz Unit. COIII Abbott lives the department's strategic plan. She has effectively integrated the principles of Parallel Universe into all inmate activities and the community has benefited from her efforts. Karen has been involved in a number of activities in which inmates are increasingly participating. Her involvement organizing SECC functions for example, has netted more than \$50,000 for several charitable - \$7,000+ for the American Cancer society and \$10,000+ for the survivors of Hurricane Katrina - as well as crime victim service organizations - \$30,000+ for Parents of Murdered Children.



**Denel Pickering, Chief Procurement Officer, Admin. Services Bureau**  
*Show her the money!*  
Denel joined ADC in 1980 and since then she's developed a well-deserved reputation for subject-matter expertise. During her tenure as Chief Procurement Officer she's overseen any number of complex contract negotiations including the 1,000 sex offender beds, energy performance savings contract and inmate food services. Her talent and her temperament were critical ingredients most recently during the transition from state to privately operated inmate stores where she met with current vendors to resolve legal issues regarding surplus inventory. Her negotiations saved the Department \$300,000. A bit less visible but every bit as critical has been process leading to a contract for prison hospital beds in Maricopa County.





# ***Congratulations! You have been “caught”***



**Rachel Jung, CO III, Yuma**  
*Teaching to lead, leading to teach!*

Rachel Jung joined ADC in 1996 as a Training Officer I at ASPC-Yuma. We’ve counted on Rachel to implement a number of important facets of the recommendations put forth by the BRP, our own OFI suggestions and to advance our agency’s strategic plan. Making hard work look easy, Ms. Jung has updated every in-service professional academies to incorporate the principles of our Plan and was integral in the updating of the Sergeant’s Leadership Academy. Rachel also joined the Assessment Center design and development *and* the Captain’s Promotional Testing process teams. She’s assisted in the development of Core Competency testing for sergeants, managers, CO II and executive staff. She also developed and facilitated curriculum for the first Major’s Summit, and invented the “*Corrections Challenge*” board game whose 4 content areas will stump any chump - ADC Trivia, Legal Cases & History, Management & Supervision, and Future Trends.



Director Dora Schriro presents Lieutenant Robert Hamilton (Left) and Correctional Officer Timmothy Reimann (Right) with Do-Right Awards.

**Timothy Reimann, CO II, Lewis**

**Robert Hamilton, Lt., Lewis**

## ***The flagship is a float and the flagship has a float!***

Timothy Reimann has been working with the Department of Corrections for approximately two years. Our CO arrived in Phoenix with his parents in 1998 from Redwing, Minnesota. He is currently assigned as the Program Security Officer for the Vocational/Education Woodworking program at the ASPC-Lewis Morey unit. Under his leadership a team of as many as ten inmates built the Department’s float – our first entry ever – for the Veterans Day parade on November 11, 2005, which won a third place award. CO Reimann is well suited for his current assignment because woodworking is his hobby and he’s a natural leader with the inmates he supervises. When not building floats, inmates in this WBE initiative are making wood items for crime victims’ organizations, SECC charity events and other community charity drives.

Lieutenant Robert Hamilton, a native Arizonan, joined the Department of Corrections on January 26, 1998 after a three year tour of duty with the United States Navy. He began at ASPC-Perryville Lumley Unit and then in 2000 transferred to ASPC-Lewis Bachman Unit to accept a promotion to Sergeant. In 2004 he laterally transferred to the Morey Unit where he earned an award as Supervisor of the Month for August. In 2005, he was recognized as Supervisor of the Quarter for July-August. It has been as the Lieutenant of Operations that he’s demonstrated his ability to tango, overseeing a wild array of duties that fall under his supervision including Rio Salado’s Vocational/Educational Woodworking program. No stranger to woodworking, he’s volunteered and helped to build 5 houses for Habitat for Humanity. Not only did Lt. Hamilton assist and support CO Reimann, he drove a really mean flatbed to the parade from the prison and along the parade route. We only lurched a time or two.



# ***Nominate an ADC***



# Doing Right

## Arizona Department of Corrections Do-Right Recipients



Left to right: Maria Lupita Slyter, Teresa Ortiz, Patricia Cruz, Ana Mendez and Jesus Martinez

### **Patricia Cruz, Sergeant, Safford**

Stepping up whenever needed such as coordinating the transportation requirements for the entire complex, and giving generously of your time to community events including those activities supporting victim services.

### **Maria Lupita Slyter, Cpt., Safford**

For working weekends shuttling between Tucson and Safford to help provide coverage of correctional posts, working as a victim advocate and CIRT member, and pursuing a degree in your “spare” time.

### **Gilbert Cancio, Captain, Lewis**

Serving two complexes simultaneously as Captain and being an excellent representative of ADC in the community and as a 21 year veteran of the U.S. Marine Corp.

### **Jesus Martinez, Training Officer I**

By being a valuable asset to the community by being a successful coach of youth sports and also participating in the Miami School Site Council. Your willingness to work weekends/graveyard to facilitate the completion of training is prized.

### **Teresa Ortiz, COIII, Safford**

Being involved in many fund raising activities such as LETR, “Stuff the Bus/Pack to School” and SECC, and have most recently become a victims’ service liaison.

### **Pete Chavez, Phy. Plant., Safford**

Serving the department through your knowledge and proficiency in the area of physical plant operations in which you are considered the subject matter expert in Arizona

### **Steven Flores, Sergeant, Douglas**

Providing meaningful training through the ADC tactical support teams and enhancing the TSU Academy through your energy and dedication, the development of the new 108 hour training academy for tactical team members has been vital.

### **Steven Gallardo, Sergeant, COTA**

By maintaining the highest graduation success rate of all the COTA Sergeants, also by being a coach, mentor and friend to your fellow staff.

### **Ana Mendez, COII, ASPC-Phoenix**

Showing pride in your new adopted country by passing all requirements to become a naturalized citizen while serving as a super COII

### **Marcella Gallagher Pers. Analyst II, Florence**

Your diligent oversight during the merger of the Eyman and Florence Personnel Offices has brought ADC closer to realizing its efficiency goals. Thank you for your dedicated 32 years of service.



### **Kim Daniel, CO IV, Safford**

*A master organizer for a flagship organization!*

Kim Daniel has been a state employee for 25 years, serving with ADC for the past 13 years. Starting with the Department as a Secretary, she promoted through the administrative ranks, becoming a Program & Projects Specialist II in 1996. Then, due to a desire to follow another path within Corrections, she attended COTA, became a COII, promoted to CO III in 2003, and promoted just 3 months ago to CO IV at Fort Grant. Clearly, her organizational skills are exemplar. Kim is an able complex Coordinator for SECC who is attracting record numbers of staff pledges, and is coordinating a number of inmate fund raisers. Kim has stepped up to another important plate and is hitting home runs. She is serving as the Chairperson of the Complex Strategic Focus Group whose responsibility it is to keep the Strategic Plan alive. The group consists of 20 staff from various departments at the Complex. It comes together regularly to read, review, discuss and make recommendations for action plans.

# Colleague for a Do-Right Award!